

**ARIZONA SUPREME COURT  
COMMISSION ON MINORITIES IN THE JUDICIARY (COM)  
MINUTES**

Thursday, July 23, 2009  
11:00 am – 12:30 pm

Arizona State Courts Building – Room 119B  
Telephonic 602-452-3192, #1112 – combined with “GoToMeeting”

**MEMBERS PRESENT:**

Jesus Diaz, Vice-Chair  
Patricia Seguin

**PRESENT TELEPHONICALLY:**

Honorable Maria Avilez  
Honorable Peter J. Eckerstrom  
Niccole King  
Honorable Marie Lorona  
Bryon Matsuda  
Honorable Leslie Miller  
Margarita Silva  
Honorable Roxanne Song Ong  
Arthur L. Wilkerson  
Honorable Eileen Willett  
Honorable Penny L. Willrich (Ret.)

**MEMBERS ABSENT:**

Mike Baumstark  
Brenetta Monyette Green  
Joi Hollis  
Karin Humiston  
Honorable Mitchell D.K. Kalauli  
Lisa Loo  
Justin M. Ruggieri

**STAFF:**

Susan Pickard, Court Services Division, AOC  
Annette Mariani, Court Services Division, AOC

**Guest (s):**

Janet Scheiderer, Director, Court Services Division, AOC  
Theresa Barrett, Manager, Court Programs Unit, AOC

**REGULAR BUSINESS**

**1. Call to Order:**

Judge Roxanne Song Ong called the meeting to order with a quorum present at 11:05 a.m.

**2. Welcome, Introductions:**

a. Because of the brevity of the agenda for this meeting, Judge Song Ong declared it a virtual attendance meeting. This means that while a conference room has been reserved for the meeting to allow for public attendance, Commission members should attend by phone. Annette Mariani made arrangements for a “GoToMeeting” web conference which allowed those participating telephonically to follow visual presentations online. Susan Pickard gave a brief explanation of the GoToMeeting screen as well as a few navigational pointers. All participants were able to login successfully.

b. Judge Song Ong welcomed all current, reappointed and new members.

Reappointed Members: Judge Roxanne Song Ong, Jesus Diaz, Judge Maria Avilez, Mike Baumstark, Joi Hollis, Karin Humiston, Judge Mitchell D.K. Kalauli, Lisa Loo, and Patricia Seguin.

New Members: Judge Peter J. Eckerstrom, Brenetta Monyette Green, Judge Marie “Toni” Lorona, Judge Eileen Willett, and Judge Penny L. Willrich (Ret.).

Members whose terms expired: Judge Rachel Torres Carrillo, Will R. Counts, Jonae Harrison, Judge Ann Scott Timmer, Judge Paul Tang, and Judge Antonio Riojas. Ms. Pickard

shared that Judge Tang and Judge Scott Timmer had expressed interest in continuing their participation in the Commission's workgroups.

Judge Song Ong thanked all members whose terms expired for all their hard work and their willingness to serve.

c. Housekeeping Items:

- i. Members were asked to review the membership list for any changes, additions, etc.
- ii. There are two openings for Workgroup chairs; Cultural Competency and Diversity. Definitions for these workgroups can be found in the Commission's Strategic Plan (2006-2008). Members were asked to notify staff if they are interested in being considered for one of the openings.
- iii. A list of cultural awareness classes obtained from the Superior Court in Maricopa County was shared. The intent of this list was to provide examples of classes that the Commission could work with Maricopa staff and Education Services Division to develop distance learning classes. These classes were presented to judges, court staff, adult and juvenile probation officers and clerk staff. Members were asked to send staff any other offerings that might be appropriate for developing into distance learning programs for the Commission's consideration.
- iv. To publicize a current superior court judge pro tempore opening in Pima County and familiarize new members with the web site, staff demonstrated AZJudicialJobs for the members. This web site was recently updated by the AOC Human Resources Department to make it easier for applicants to find judge, commissioner and judge pro temp vacancy listings.
- v. Because Commission member's input is invaluable, Ms. Mariani spoke on the necessity and timeliness of RSVP's for Commission meetings. In order to provide adequate meeting space and to ensure that there are adequate phone lines available for our meetings, it is essential that members RSVP; sooner being better than later.
- vi. Judge Song reiterated the meeting meal policy. Commission staff makes arrangements for a catered lunch; ordering only for those who indicated his/her wish to participate in their RSVP. The fee for the catered lunch is \$5.00, which is collected at the beginning of the meeting.

**3. Approval of Minutes**

Members reviewed the minutes of the April 16, 2009 meeting of the Commission. Regrettably, the names of Patricia Seguin and Helene Fenlon were misspelled. "Summit" was added after "Juvenile Justice and Child Welfare System" in the second bullet of the Over-representation Workgroup Update to complete the sentence. Staff will make those corrections.

**Motion:** To approve the minutes of the April 16, 2009 meeting with amendments. The motion was seconded and approved. COM-009-04

**BUSINESS ITEMS/POTENTIAL ACTION ITEMS**

**4. Strategic Agenda Initiatives: Judge Roxanne Song Ong**

Most of the Commission's work aligns with Goal 1C "Fairness in the Judicial System" in the current court Strategic Agenda "Good to Great" 2005-2010, that was developed by former Chief Justice McGregor. In light of the passing of the gavel to Chief Justice Berch, Susan Pickard led the members through a strategic planning session. The session included a review of "Good to Great", the Commission's Strategic Plan and a list of proposed goals drawn from that plan. The members reviewed the proposed goal list, ensuring each goal fell within the subject matter of a workgroup and modified the language of the goals to better fit the current economic climate.

One goal that has been discussed at length over the last few years is the idea of holding town hall-style meetings. This goal involved members traveling to locations statewide to hold meetings with community leaders to introduce the Commission and begin a discussion about the needs of that community's persons of color. Due to budget constraints, this initiative was not accomplished. Still wanting to make this connection, members proposed other options for accomplishing this goal. The options included, but are not limited to: conducting a survey, developing a web seminar that would include online focus groups, or developing another type of communication mechanism such as "Twitter" or other forms of social media that could help the Commission connect with these community leaders.

Janet Scheiderer, Court Services Division Director, who is heading the development of the new Strategic Agenda, was on hand to answer questions.

Q: What are the Chief Justice's directions in terms of categories and format that would be more preferable in getting the information across?

A. The Chief Justice wants to validate all good thoughts and ideas keeping in mind the recognition of economic times and resource availability. There is a five-year time-frame in which to accomplish the goals. Broad categories allow for changes over time and flexibility in accomplishing goals. Recognizing the categories that these ideas fall within, aids in budget and resource development. This also assists management in recognizing appropriate grant opportunities.

After reviewing the proposed goals, the members prioritized the goals placing them into the four workgroup categories: Collaboration and Outreach; Cultural Awareness (previously named Cultural Competency); Diversity and Over-representation. The following is the approved submission for the Chief Justice's consideration:

Commission on Minorities in the Judiciary Proposed Goals
<p><b><u>Collaboration and Outreach</u></b></p>
<ol style="list-style-type: none"> <li>1. Develop a mechanism for communicating with community leaders in all counties to facilitate court/community outreach (Social Media – Distance Learning)</li> <li>2. Translate a "Guide to Arizona Courts" into Spanish and develop a condensed, more easily understood "Pocket Guide" that will be provided to the public via the Arizona Judicial Branch web site</li> </ol>
<p><b><u>Cultural Awareness</u></b></p>
<ol style="list-style-type: none"> <li>1. Partner with the Administrative Office of the Court, Educational Services Division staff to create or modify existing curriculum for continuing education of judicial officers and court staff regarding issues of diversity and cultural awareness to include working definitions (Distance Learning)</li> </ol>
<p><b><u>Diversity</u></b></p>
<ol style="list-style-type: none"> <li>1. Partner with the various bar associations to present the Chris Nakamura Judicial Appointment Workshop and events relate to improving bench diversity</li> <li>2. Collaborate with Arizona State University College of Law (ASU), the University of Arizona, James E. Rogers College of Law (U of A), the Phoenix School of Law, student associations and local/state bar associations for persons of color to develop and provide seminars</li> </ol>

regarding availability and application for internships, clerkships and judgeships.

3. Participate in the American Bar Associate and State Bar of Arizona Mentor Programs by referring attorneys to the project for services and volunteering to mentor attorneys of color
4. Encourage and support the efforts of internship/clerkship programs e.g. the American Bar Association's Judicial Internship Opportunity Program (JIOP) and Minority Clerkship Program
5. Encourage the provision of educational programs e.g. The Color of Justice to Arizona students

**Over-representation**

1. Produce the 4th Bi-annual Ethical Treatment of Minority Youth Report Card
2. Provide technical assistance and support in collaboration with the Governor's Juvenile Justice Commission to local court jurisdictions who desire to address the issue of over-representation of youth of color in the juvenile justice system and child welfare system

**Motion:** To approve the Commission on Minorities in the Judiciary's proposed goals for submission to Chief Justice Berch. Motion was seconded and approved. **COM 009-05**

**5. Other Business**

The name the Cultural Competency Workgroup will be changed to Cultural Awareness. This change will help project inclusiveness.

Judge Leslie Miller announced that she has been selected to serve on the Board of Governor's Council as liaison to the Presidential Advisory Council. The Council works on pipeline issues and social justice issues.

Brief discussion of a possible name change for the Commission took place. It was discussed that the term "Minorities" may need to be replaced with other more inclusive terms or language.

**6. NEXT MEETING**

The next Commission meeting is scheduled for Thursday, October 15, 2009 at the Arizona Courts Building, Conference Rooms 230, from 11:00 – 3:00 pm.

Agenda Items to include:

- ✓ Reviewing dates for 2010 meetings
- ✓ Ideas for distance learning classes on Cultural Awareness

New members should arrive 15 – 20 minutes early for an orientation.

**Call to the Public – No responses**

**Adjourned at 12:30 pm**